



Reference: 2025/16963

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Declaration of results - PAB Order: B2025/1244

Pursuant to the Protected Action Ballot Order B2025/1244 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Preliminary scrutiny	
Number of employees on the Roll of Voters (Voters)	4
Postal votes returned by voters	3
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	3
Percentage of postal votes returned*	75.00

*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
	1. Indefinite or periodic bans on the use of Computers.			
1	2. Indefinite or periodic bans on the reading of emails.	3	0	0
	3. Indefinite or periodic bans on responding to emails.			

4. Indefinite or periodic ban on the reading of SMS alarms

5. Indefinite or periodic ban on the responding to SMS alarms

6. Indefinite or periodic bans on the reading of plans.

7. Indefinite or periodic bans on the reading of standards.

8. Indefinite or periodic bans on using mobile phones and or 2 way radios for work purposes.

9. The taking of meal breaks, in concert with other employees, at the same time and/or the same places (i.e. groups of employees).

10. Indefinite or periodic bans on attendance at company meetings relating to Protected Action.

11. The imposition of a ban, for a specified period, including indefinitely, on contact with managers regarding the Enterprise Agreement included but not limited to reading or replying to correspondence or attending meetings or briefings.

12. The imposition of a ban, for a specified period, including indefinitely on daily utility checks (boilers, fridge plant, gas plant, water, WWTP).

13. The imposition of a ban, for a specified period, including indefinitely on operating all packaging machinery and equipment, including use of fork trucks.

14. The imposition of a ban, for a specified period, including indefinitely on Call Backs.

15. The imposition of a ban, for a specified period, including indefinitely on fault finding.

16. The imposition of a ban, for a specified period, including indefinitely on □Asahi Way□ (5S, 5y, problem solving etc.).

17. The imposition of a ban, for a specified period, including indefinitely on resetting electrical equipment.

18. Indefinite or periodic bans on the performance of overtime.

19. Indefinite or periodic bans on the performance of any work outside the normal spread hours.

20. Indefinite or periodic bans on the use of EWP□s.

21. Indefinite or periodic bans on the use of ladders.

22. Indefinite or periodic bans on the use of test equipment.

23. Indefinite or periodic bans on the use of any work vehicles/gator or tractor.

24. Stoppage of work for a period of 15 minutes including consecutive stoppages.

25. Stoppage of work for a period of 1 hour, including consecutive stoppages.

26. Stoppage of work for a period of 2 hours, including consecutive stoppages.

27. Stoppage of work for a period of 4 hours, including consecutive stoppages.

28. Indefinite or periodic 6 hour stoppages of work, including consecutive stoppages.

29. Indefinite or periodic 8 hours stoppages of work, including consecutive stoppages.

30. Indefinite or periodic 10 hour stoppages of work, including consecutive stoppages.

31. Indefinite or periodic 24 hour stoppages of work, including consecutive stoppages

32. Stoppages of work, including consecutive stoppages.

Do you support the taking of the bans listed from 1 through to 32?

Yes [] No []

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Delegate of the Ballot Agent
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18/09/2025

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